Human Resources and Social Development Canada

LABOUR PROGRAM

Workplace Bulletin

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The *Workplace Bulletin,* issued by the **Labour Policy and Workplace Information,** Labour Program, Human Resources and Social Development Canada, is available twice a month.

The *Workplace Bulletin* keeps you apprised of ongoing developments and provides access to timely customized information on industrial relations and collective bargaining in Canada. You can be updated on topics such as: negotiated wage data, benefits, working conditions, work stoppages, labour organizations, union membership, innovative workplace practices, labour standards, occupational safety and health, labour management partnerships, employment equity, and international and intergovernmental labour affairs. If you wish to receive this *Bulletin* **free of charge,** add your name to our mailing list.

The Labour Policy and Workplace Information offers more information than what is listed below; go to http://www.hrsdc.gc.ca/en/lp/wid/info.shtml for a complete listing of products and services.

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Recent Collective Bargaining Settlements

The most current summary reports of the collective bargaining settlements are presented with an emphasis on the main negotiated changes to the previous collective agreement. A few examples are mentioned below; the full complement of the **22 available reports** for this issue can be found at Current Summary Reports (PDF format, 103kb).

Province, Employer, File Number	Union, Bargaining Unit	Settlement Month/Year
Quebec Association de la construction du Québec **1021405**	Various unions (78,760 construction employees)	Apr 07
Ontario Government of Ontario **1028304**	Association of Management, Administrative and Professional Crown Employees of Ontario (7,000 advisors and systems employees)	Apr 07
Saskatchewan Saskatchewan Wheat Pool **0385111**	Grain Services Union (580 grain elevator employees)	Apr 07
Multiprovince Air Canada **1300804**	Canadian Union of Public Employees (6,000 flight attendants)	Apr 07

A complete listing of settlements, which includes those for which a summary report is not yet available, can be accessed at Current Settlement Listing (PDF format, 146kb).

Negotech, a searchable labour relations database, provides timely settlement reports and full text of collective agreements in Canada.

Current and Upcoming Key Negotiations

covering 500 or more employees

Employer	Union	Employees	Status*	Expiry Month
Federal Jurisdiction				
Public Sector				
Government of Canada	Various unions	110,380	ARB/CO/ B/TENT	Mar 06–Jun 07
VIA Rail Canada	CAW-CANADA	3,260	CO	Dec 06
Government of Nunavut	PSAC	2,100	B	Sep 06
National Research Council Canada	Various unions	1,800	B	Dec 04–Mar 07
Private Sector				
Canadian Pacific Railway	Teamsters	6,700	CO/B/WS	Dec 06
British Columbia Maritime Employers Association	ILWU CANADA	3,700	B	Mar 07
Canadian National Railway	UTU	3,000	ARB	Dec 06
Greyhound Canada Transportation	ATU	1,200	WS	Dec 06
Provincial and Territorial Jurisdictions				
Public Sector				
Provincial Health Authorities of Alberta	Nurses	23,000	B	Mar 07
City of Montréal	Various unions	17,800	B	Dec 06
Société de transport de Montréal	CUPE/CSN	6,250	B/WS	Jan 07
Capital District Health Authority	NSGEU	5,500	B	Oct 06

Employer	Union	Employees	Status*	Expiry Month
City of Vancouver	CUPE	5,270	B	Dec 06
Nova Scotia Association of Health Organizations	Nurses	4,000	B	Oct 06
Saskatchewan Telecommunications	CEP	3,600	TENT	Mar 07
City of Toronto	IAFF	2,950	B	Dec 06
Saskatchewan Association of Health Organizations	HSAS	2,700	B	Mar 07
Government of Prince Edward Island	PEIUPSE	2,440	B	Mar 07
SaskPower	IBEW	1,340	B	Dec 06
Health Authorities of Prince Edward Island	IUOE	640	CO	Mar 06
Private Sector				
Construction Industry in Ontario	Various unions	62,360	B/CO/ TENT/WS	Apr 07
Construction Industry in Alberta	Various unions	25,700	B/MED	Apr 07
Real Canadian Superstores (Alta.)	UFCW	8,150	B	Aug 06
Canada Safeway Ltd. (Alta.)	UFCW	6,800	B	Mar 07
No Frills Franchise Stores (Ont.)	UFCW	6,300	CO	Jan 07
Forest Industrial Relations Limited	Steelworkers	5,000	B	Jun 07
Boilermaker Construction Association of Canada	Boilermakers	4,600	B	Jun 07

Employer	Union	Employees	Status*	Expiry Month
Canadian Automatic Sprinkler Association	Plumbers	1,600	TENT	Apr 07
Greater Vancouver Hotel Employer's Association	UNITE HERE CANADA	1,240	B	Jun 07
Construction Labour Relations Association of Manitoba	Plumbers and pipefitters	500	B	Apr 07

* ARB Arbitration
B Bargaining
B/WS Bargaining after work stoppage
CO Conciliation
MED Mediation
M/WS Mediation after work stoppage
PAB Post-arbitration bargaining
PCB Post-conciliation bargaining
PMB Post-mediation bargaining
TENT Tentative settlement
WS Work stoppage

Upcoming Key Negotiations

Employer	Union	Employees	Expiry Month
New Dominion Stores (Ont.)	CAW-CANADA	8,500	Jul 07
Great Atlantic and Pacific Company of Canada Limited (Ont.)	UFCW	6,300	Jun 07
Government of New Brunswick	CUPE	6,290	Jun 07
Government of Nova Scotia	NSGEU	5,800	Mar 07
City of Québec	Various unions	4,020	Dec 06
Algoma Steel Inc. (Ont.)	USWA	3,000	Jul 07
Capital District Health Authority	NSGEU	2,400	Oct 06
GO Transit (Ont.)	ATU	910	Jun 07
Nova Scotia Power Inc.	IBEW	900	Jul 07

Major Work Stoppages

Major work stoppages involving 500 or more employees from **May 4 to 17, 2007.**

An updated weekly report and a full year-to-date listing are available at Major Work Stoppages.

Employer, Location, Union and Employees	Issues	Starting	Ending
Canadian Pacific Railway Canada-wide Teamsters Canada Rail Conference 3,200 maintenance of way employees	Wages	May16/2007	
Metropolitan Plumbing and Heating Contractors Association Toronto, Ontario United Association of Journeymen and Apprentices of the Plumbing and Pipe Fitting Industry of the United States and Canada 600 plumbers	Not available	May 2/2007	
Ontario Industrial Roofing Contractors Association Province-wide, Ontario Sheet Metal Workers International Association 1,500 roofers	Not available	May 1/2007	

Innovative Workplace Practices

Bruce Aldridge
Workplace Information
Labour Program, Human Resources and Social Development Canada

This overview of workplace innovations is based on a review of 87 collective agreements settling during the first quarter of 2007. Of these, 28 settlements contained provisions considered to be innovative or of particular interest.

Duration

The average contract duration this quarter was 30.7 months with over half (52%) having a duration of 36 months. Fourteen agreements had a duration of 48 months and 8 settlements had durations of

24 months. There were 6 settlements with a 12-month duration. Eleven settlements had 60-month durations while the longest agreements were an 84-month duration between QIT-Fer et Titane Inc., Sorel-Tracy, Quebec and Fédération de la métallurgie and an 87-month duration with Olymel, Société en commandite, Vallée-Jonction, Quebec and Fédération du commerce.

Compensation

A **nickel price bonus** between Xstrata Nickel, division of Falconbridge Limited, Falconbridge, Ontario and Canadian Auto Workers will provide employees with quarterly payments based on 1¢ per hour worked in which the company's average realized price for nickel reaches $2.15 US per pound, plus an additional 1¢ per hour worked for every 1¢ in excess of $2.25 US. Payments are made quarterly on a lump-sum basis provided the company is profitable.

Two settlements between Expertech Network Installations Inc., province-wide, Quebec and Ontario and Communications, Energy and Paperworkers Union of Canada have negotiated a **profit-sharing** plan which replaces a performance incentive plan deleted after a classification restructuring. Employees occupying reclassified positions during 2009 and 2010 will share an amount equal to 15% of net revenues if they represent at least 3.5% of consolidated revenues. A joint committee will be established to set up payment distribution criteria and to determine the profits available for distribution to employees.

Enbridge Gas Distribution, province-wide, Ontario and Communications, Energy and Paperworkers Union of Canada have also negotiated a **Short-Term Incentive Program.** Effective in each year of the contract, and provided the company and department targets are achieved, eligible employees will receive 4.0% of base income as lump-sum payments. If targets are not met, no payments will be made.

A **productivity bonus** has been introduced between British Columbia Rapid Transit Co. Ltd., Surrey, British Columbia and Canadian Union of Public Employees. Effective September 1, 2009, all active employees and those on approved leaves of absence, will receive $1,000 if the bargaining unit achieves an absenteeism rate of 5.0% or less in the previous 12-month period. The bonus will be prorated for part-time employees.

Atomic Energy of Canada Limited, Chalk River, Ontario and Professional Institute of the Public Service of Canada have established a **merit pay** provision. Effective July 1, 2007, not less than 2.0% merit adjustments based on the aggregate base salaries of the bargaining unit members, effective as of February 28, 2007, will be rewarded. The adjustments for July 1, 2008, 2009, and 2010 will be 2.0, 2.25, and 2.25% respectively, based on the aggregate base salaries in effect on the previous February 28.

Recruitment and retention adjustments have been introduced between the Government of British Columbia, province-wide and Union of Psychiatric Nurses and British Columbia Nurses' Union. In order to address the systematic difficulty of recruiting and retaining nurses, the following incentives will be put in place for the duration of the agreement: when working an afternoon or weekend shift, a maximum premium of $1.50 per hour and for night shifts, a maximum of $2.95 per hour.

Three other settlements also have recruitment and retention provisions. Two settlements between Nova Scotia Association of Health Organizations, province-wide, excluding Halifax—one with the Canadian Auto Workers and the other with Canadian Union of Public Employees, state that certain healthcare employees will receive adjustments of 2.1% effective November 1, 2006, 2007, and 2008. Carleton University, Ottawa, Ontario and Carleton University Academic Staff will give a $400 adjustment of salaries at date of hire of employees employed after May 1, 2006.

Health and Welfare

A **health care spending account** has been established with Edmonton School District No. 7, Edmonton, Alberta and Canadian Union of Public Employees. Effective September 1, 2007, an individual health benefit account in the amount of $175 per year will be set up on behalf of each permanent full-time employee; September 1, 2008, $250 per year. The amounts are prorated for part-time employees. The account is to be used to access supplementary medical care not included in the current health coverage in the collective agreement.

Alberta Cancer Board, province-wide and Alberta Union of Provincial Employees have negotiated a **flexible health benefit spending account.** Effective at the date of signing, an amount of $300 per year will be established for each full-time employee; effective January 1, 2008, amount increased to $500. Any unused allocation in an employee's account as of December 31 may be carried forward to a maximum of one calendar year. The account may be used to cover reimbursement for health and dental expenses that are eligible medical expenses in accordance with the *Income Tax Act* but are not covered by the agreement benefits plans.

South Shore Regional School Board, Lunenburg and Queen Counties, Nova Scotia and Nova Scotia Teachers' Union have introduced a **living donor leave** provision. The employee may receive 10 days leave to be a living donor which will allow the employee the time required for testing, counselling, consultation, extraction, and recovery.

Working Conditions

The Saskatchewan Institute of Applied Science and Technology, Regina, Saskatoon, Prince Albert, and Moose Jaw, Saskatchewan and Saskatchewan Government and General Employees' Union have introduced a provision covering **Aboriginal representation** in the workforce. Until the proportion of Aboriginal employees reflects the proportional representation of Aboriginal persons of working age in Saskatchewan, qualified Aboriginal applicants will be given preference in the hiring process. Each posting of a vacant position resulting from a retirement during the term of the collective agreement may be designated so that qualified Aboriginal applicants be given the right of first refusal over all other candidates, with criteria to be established by the parties. The parties may continue the application of this provision after June 30, 2009, by mutual agreement. The parties have also negotiated a **youth employment** provision to increase employment opportunities for recent post-secondary graduates and to begin to address the demographic challenges

associated with retirements. A pilot program will be included whereby each academic division will identify two full-time positions they have targeted for recruitment to attract recent graduates.

Sobeys Retail Support Centre, Milton, Ontario and United Food and Commercial Workers International Union have introduced an **employment adjustment** provision. The employer will contribute $150 per employee which will provide affected employees with job training, resume writing, supplemental employment insurance benefit assistance and other resources.

An **alternate dispute resolution** provision has been established between Canadian National Railway Company, system-wide and Canadian Auto Workers. Twice per year an expedited arbitration process coupled with mandatory joint conferences will take place in order to reduce the number of outstanding grievances.

Waterloo Catholic District School Board, Waterloo and area, Ontario and Canadian Union of Public Employees have negotiated a **quarantine leave** provision whereby employees will be granted leave without loss of pay or sick leave credits as a result of being quarantined by order of the Medical Officer of Health.

Labour-Management Committees

During the first quarter, one-third of the agreements contained provisions for establishing committees dealing with a wide variety of issues.

Saskatchewan Institute of Applied Science and Technology, Regina, Saskatoon, Prince Albert, and Moose Jaw, Saskatchewan and Saskatchewan Government and General Employees' Union have established a **labour relations dialogue** committee. The mandate will be to promote better communications, mutual respect and understanding between management and the union; to discuss and attempt to resolve issues and concerns of the parties; and to share information on operational changes being considered by management.

A **job evaluation** committee has been introduced between Hay River Health and Social Services Authority, Yellowknife, Northwest Territories. The parties will meet to implement a new or revised job evaluation system and negotiate new rates of pay for the affected positions. The Hay job evaluation guide charts and benchmarks positions as set out by the committee will be used for assessing the value of positions to which the employees are assigned. The employer will adjust the point ratings of all positions to reflect the findings and notify each employee of current point position. Employees will have 30 days from notification to appeal their position job evaluation. An appeal system has been implemented to give employees an opportunity to explain their reasons for the appeal.

The City of Regina, Saskatchewan and Canadian Union of Public Employees have established a **market supplement program** committee. The parties will develop a program that is timely and receptive given the rapidly changing labour market conditions that require the employer to be responsive with respect to retention and recruitment of certain workforce occupations.

A **labour mobility tracking** committee has been introduced between Alcan Inc., Alma, Quebec and Steelworkers. The committee is to be established in order to ensure the effective movement of labour and to reduce overtime associated with unfilled positions.

Other committees included in collective agreements deal with such items as work reorganization, new technology, work rescheduling, rehabilitation, health and welfare provisions, and workplace harassment.

Previous articles on innovative workplace practices are available at http://www.hrsdc.gc.ca/en/lp/wid/win/00index.shtml

Readers' Corner

The Service Canada library offers a list of selected recent publications, with short abstracts, on current and emerging workplace topics.

Change management is the process of transformation to create renewal and to achieve a reduction in bureaucracy. To implement change management one needs to have an understanding of the complexity of change, employees' attitudes' and behaviour. Only by decreasing the role of rules, hierarchy, and system design can client service system reform be promoted.

See Readers' Corner for reading material on change management. Other references on the subject, in French only, are available on the French Web site.

To view previously published abstracts, visit the library Web site at Library.

Coming in the Next *Bulletin*

- Wage Settlements—**April 2007** analysis and wage data
- Current and Upcoming Key Negotiations—Update
- Major Work Stoppages—Update
- Etc.

For More Information

Please feel free to forward the *Bulletin* to all interested parties. Feedback and comments regarding this bulletin are welcome.

For more information, please contact:

Client Services at 1-800-567-6866

Ottawa-Gatineau area at 1-819-997-3117

Web site at http://www.hrsdc.gc.ca/en/lp/wid/contact/contact_us.shtml

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